



Paul O'Hagan Curriculum Vitae

Mob: + 220 7999 336 Tel: + 220 4466 528
paulohagan@p-fim.org pohagan@mail.gm
Skype: pohagan1 www.p-fim.org



Personal Profile

Working to support individuals, communities and organisations to increase their positive impact and influence; 21 years senior international leadership, management and consultancy record in multiple countries; 9 years people and community service oriented background in Europe. Started and built new NGO country operations; Solid knowledge and experience of the international humanitarian system and institutional donor funding mechanisms; Proven networking, influencing and relationship building experience; Well connected; Senior engagement on humanitarian quality and accountability; social entrepreneurship, business and development; Climate change, carbon financing, alternative energy and Corporate Social Responsibility. Substantial inter-agency training, evaluation and policy experience. Key personal leadership metaphors: journey and imprisonment. Personal values: integrity, participation, humility and human dignity. Character building experiences with the dying, prisoners, youth, elderly, physically challenged and people in crisis. Interests: travel, angling, cuisine, fitness, nature, leadership, existentialist and personalist philosophy, cultural anthropology, training, adult learning, communication, global and humanitarian ethics.

Key Competencies

Leadership; Strategy; Partnership; Participation; Strategic Communication; Project Design and Management; Training and Facilitation; Evaluation; Coaching and Mentoring; Humanitarian Quality and Accountability; Integrated Development; Conflict.

Achievements

21 years senior international leadership, management and consultancy experience; 9 years substantial people and community service oriented background in Europe. Contributing and influencing organisations and individuals to work in more people centred ways. Played a critical leadership and management role in responding to major international disasters and effective development in multiple countries; Pivotal contribution and major leadership role in building and strategically developing an award winning UK Charity; Key organisational interface with top business and government leaders; media; high net worth individuals; donors; Set up, led and grew internationally recognized development and emergency response programmes in 6 African countries working with 36 local organisations; 700,000 beneficiaries; 5-8 senior direct reports; and competitively funded by major donors; Transformative and inspiring impact on individuals and cross cultural teams through training, coaching and mentoring; supported the growth, vision and development of leaders and local organisations; Co-developed the People First Impact Method (P-FiM); 2010-12 trained 345 local agency staff from over 121 organisations in P-FiM to engage with over 3,346 disaster affected people to understand their experience and perspectives on aid delivery in several countries; Developed the UNICEF West and Central Africa Office's 2011 Communication in Emergencies (C4D) Framework to be rolled out in 27 countries; Facilitated timely development of the Sierra Leone Government's National Cholera Communication Preparedness Strategy and Response

Plan (2011). This strategy was used by UNICEF/GoSL in 4 districts that experienced Cholera outbreaks during 2012; Co-Developed the Government of Chad's National Cholera Communication Response Plan and on an inter-agency basis trained 36 people in Cholera Communication (ToT) (2011); 2010/11 facilitated leadership development experiences with senior operational leadership of MSF Holland; War Child Canada and national partners; substantial input to the 2011 ECBI Guide on Joint Evaluation; shaped 2011 UNHCR's South Sudan livelihood funding strategy; Actively involved in successful popularisation of the 1992 Bishop's Pastoral Letter that opened space for major democratic reform in Malawi; Worked with, inspired by and studied under some truly exceptional leaders who were academics at the top of their game and activists on cutting edge international issues; Supported people through major adversity: death; ill health; disability; bereavement; attempted suicide; innocent imprisonment; political oppression; war etc. Lived immersed at village level in Malawi where I learnt the Chichewa dialect and had a depth experience of Chewa culture. Designed and built a niche market tourist lodge in Gambia www.suleimalodge.com

Leadership and Management Experience

2004-2010	International Director	Concern Universal	West Africa
1999-2004	Regional Director	Concern Universal	West Africa
1998-1999	Country Director	Concern Universal	Sierra Leone
1998	Regional Representative Great Lakes (ai)	Oxfam GB	UK
1997	Programme Director (ai)	Oxfam GB	Rwanda
1996	Regional Programme Development Advisor	Oxfam GB	Central Africa
1995	Programme Coordinator	Oxfam GB	Burundi
1994	Export Company start up	Self-Employed	Mexico
1991-1993	Project Manager	District Health Office	Malawi
1992/1984	English Teacher	MoE/ Anglo Americano PLC	Malawi/Mexico

Consultancy Experience



Date	Role	Assignment	Client	Where
NOW	Consultant	People First Impact Method Exercises	FAO	Kenya
NOW	Coach	INGO Country Directors	Various	Global
2012	Consultant	LNGO DFID Project Support	Children in Crossfire	Gambia
2012	Consultant	Sphere Representative (ECBI Inter-Active)	Sphere Project (IFRC)	Uganda
2011	Team Leader	Joint Standards Initiative	Sphere Project (IFRC)	Horn of Africa
2011	Core Consultant	People First Impact Method Evaluation	ACT Alliance	Haiti
2011	Consultant	Communication for Peace Strategy	War Child Canada	Darfur
2011	Trainer	Inter-Personnel Communication Skills	American Embassy School	Gambia

Date	Role	Assignment	Client	Where
2011	Regional Consultant	Cholera Communication Strategy	UNICEF	Sierra Leone
2011	Regional Consultant	Regional C4D in Disasters Framework	UNICEF	Senegal
2011	Regional Consultant	People First Impact Method Exercise	UNICEF	Liberia
2011	Regional Consultant	Cholera Communication ToT	UNICEF	Chad
2011	Consultant	Youth Leadership Toolkit	War Child Canada	Darfur
2011	Consultant	P-FiM Evaluation Validation	UNHCR	South Sudan
2011	Consultant	Youth Leadership Development	War Child Canada	Darfur
2011	Consultant	Community conflict assessment	War Child Canada	Darfur
2011	Consultant	People First Impact Method Evaluation	UNHCR	South Sudan
2010	Trainer	Leadership Development	MSF Holland/RedR	Netherlands
2010	Team Leader	People First Impact Method Evaluation	ECB II-CARE-SCF Federation	Haiti
2010	Consultant	Conflict Analysis & Mapping	War Child Canada	Darfur
2010	Consultant	People First Impact Method Exercises	War Child Canada	Darfur
2010	Consultant	WASH Project Design & Workshop	CARE Austria	Rwanda
2010	Consultant	DFID CSCF Project Design	Children in Crossfire	Gambia
2009	Consultant	Global Sphere ToT Co-facilitator	CWS Asia-Pacific	Thailand
2009	Co-facilitator	Disaster Risk Reduction Workshop	ECHO Regional Office	Senegal
2008	Consultant	Global Sphere ToT Co-facilitator	Sphere Project (IFRC)	Gambia
2007	Participant	Northern Ghana Flood Briefing	ALNAP bi-annual Meeting	Senegal
2007	Mentor	Development Experience Mentor	Leadership Trust UK	Gambia
1996	Co-Facilitator	Strategic Planning	Oxfam GB	Burundi

Publications and Reports

2012	FAO	3 P-FiM Exercise Reports	Forthcoming
2011	ACT Alliance	Haiti Evaluation and Learning Report	Forthcoming
2011	UNICEF	Various Reports	Forthcoming
2011	UNHCR	Independent Impact Evaluation South Sudan	www.unhcr.org/4e41237a9.html
2011	ECBII-SCF-CARE	Joint Evaluation Haiti Earthquake Response	www.alnap.org/pool/files/1192.pdf
2011	P-FiM	Impact Assessment West Darfur, Sudan	www.alnap.org/pool/files/1283.pdf
2011	R. Sutton	Article about People First Impact Method	Ontario Council International Cooperation

Character Building Experience

1991	Disability Residence	Nursing Auxiliary	France
1989-1991	Wormwood Scrubs Prison	Part-time Prison Visitor (high profile cases)	UK
1987-1999	Telephone Crisis Helpline	Part-time Befriender	UK
1986	George Orwell School	Youth Worker	UK
1986	Care Home for Elderly	Nursing Auxiliary	UK
1985	Hospice	Nursing Auxiliary	Ireland

Professional Development

Communication for Development (UNICEF WCARO 2011), UN Advanced/Basic Security in the Field (2010 UNDSS), Creative Facilitation (Mosaic Creative 2010), Radio Communication (BBC/AVIVA 2009), Executive Leadership/360 Degree Feedback/Transactional Analysis/Leadership Dynamics/Leadership in Management (Leadership Trust UK 06-09), Coaching (Spiral Training UK 2007, Sphere ToT (Singapore 2006), Myers Briggs (2005/1986), Security (UNICEF 1995, UNDP 2002, AKE 2004), Project Management (Oxfam GB 1996), Belbin (Oxfam GB 1996), Spring Protection (Oxfam GB 1995), Small Business Management (UK 1994), Social Analysis (Malawi 1992), Public Speaking (UK 1989), Counseling & Psychodynamics (UK 1987), Enneagram (1985).

Education

1991	MA Comparative Religion (Distinction)	University of Louvain	Belgium
1990	BA Modern Theology (Magna Cum Laude)	University of Louvain	Belgium
1990	Certificate in Media Communication	Hatch End Communications Centre	UK
1990	Diploma French	Institute Catholique de Paris	France
1985	Diploma Human Development	Avila Formation Centre Dublin	Ireland
1984	Diploma Spanish and TEFL	Grupo Educativo Anglo Americano	Mexico

Languages

English (mother tongue), French (good working), Spanish (rusty), Chichewa (rusty); Basics in Arabic and multiple African languages.

Professional Affiliations

Sphere Project Geneva Focal Person; Humanitarian HR Network, ALNAP Observer Member; ODI HPN Network; Communicating with Disaster Affected Communities (BBC World Service Trust); Communication Initiative.

References

Rebecca Sutton	Sudan Country Director (fmr)	War Child Canada	rebecca.a.sutton@gmail.com
Emma Jowett	Training Specialist	Independent	ejowett@mistral.co.uk
Astrid DeValon	Regional Advisor	UN FAO	Astrid.DeValon@fao.org